



Equality, Diversity, and Inclusion Policy

Introduction

JB's Sports Coaching is committed to creating a working environment that is inclusive and diverse, and encourages all individuals' involved with the company to be themselves, and to feel comfortable doing so.

Equal opportunities are ensured for all individuals involved with the delivery of training courses, be that a candidate, tutor, or assessor. This policy outlines our commitment to providing equality and fairness, and is shaped by the protected characteristics outlined by the Equality Act 2010 (age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sexual orientation).

Unfair treatment, or unlawful discrimination, whether direct, or indirect, intentional, or unintentional will not be tolerated under any circumstance.

The policy cover three distinct areas which are defined as:

Equality – treating everyone with fairness and respect and recognizing the needs of individuals.

Diversity – is about recognizing, valuing and taking account of people's different backgrounds, knowledge, skills, needs and experiences, and encouraging and using those differences to create a cohesive community and effective workforce.

Equal Opportunities – is the development of practices that promote the possibility of fair and equal chances for all to develop their full potential in all aspects of life and the removal of barriers of discrimination and oppression experienced by certain groups.

Policy Statement

All relevant individuals involved in the delivery, participation, and assessment of employment, training and qualifications should have access to equal opportunities. The content of qualifications, resources, assessment and related products should reflect a diverse audience. Individuals of all abilities are supported throughout their employment and/or learning process to ensure that they are treated in a fair and equitable manner whilst maintaining the integrity and value of the employment, training, or qualification.

It is our intention and duty, to ensure that no individual involved with JB's Sports Coaching is subject to unfair treatment of any kind, and we recognize both our legal obligation, and responsibility to ensure equal opportunities are not hindered and discrimination is not present.

Policy Aims

We aim to:

- Promote a positive environment, within which, contributions from all individuals are recognised and valued.
- Encourage environments that promote dignity and respect for all.
- Ensure that bullying, harassment, intimidation, or discrimination of any kind is not tolerated, and is dealt with accordingly should such instances arise.
- Encourage individuals to raise concerns should they feel they have been subject to discrimination so that effective corrective measures can be implemented.
- Regularly review practices and procedures to ensure that fairness is always maintained.

JB's Commitments

- We are committed to providing all relevant personal, with equal opportunities that encourage diversity in an inclusive manner.
- Unlawful or unfair discrimination will not be tolerated, and anyone found to be acting in such a manner might face disciplinary action, which may include dismissal.
- We believe that, in order to realize equal opportunities and diversity, people must be treated with dignity and respect.

Any candidate undertaking any employment, training, or qualification with JB's Sports Coaching, will have equal access to training and assessment, irrespective of their sex, marital status, age, religion, race, nationality/ethnic origin, or disability.

Referring Complaints

Should a complaint pertaining to issues of inequality not be resolved to the individuals satisfaction by the relevant area manager, candidates will be made aware of their right to appeal directly to JB's Sports Coaching Managing Directors, which they can do by following the information detailed within the Complaints Policy.